

Conference Purpose

This year marks the 6th annual conference focusing on achieving parity in enrollment, retention, and graduation rates for underrepresented minorities in higher education. The first five conferences resulted in increased awareness, campus networks, identification of teaching methods specific to the sciences and mathematics, and a growing base of support as we recognize the crisis that exists and the consequences if we fail to address it.

We seek to achieve full participation levels of underrepresented minorities in our institutions of higher education. If retention rates are not improved, minorities will never reach parity in terms of bachelor degrees.

Who Should Attend?

Delegations are encouraged comprising individuals who have demonstrated commitment as a means of creating a "critical mass" of activity on campus which will continue during the year. Especially important are faculty who will take ideas and strategies for adaptation and application in their teaching, and deans, department chairs, and administrators who can support the change that must occur.

KEYNOTE SPEAKERS



Dr. Samuel Betances is known nationally as an inspirational speaker whose insights and commitment rank him as invaluable.

As a sociologist, educator, and professor of twenty years, he has taught race relations, the US Latino experience, church and society, education, and reform, and gender

issues. He is a full Professor of Sociology at Northeastern Illinois University, Chicago; his specialization includes Education and Reform, Media and Society, and Race and Ethnic Relations. He is also a partner in a consultant firm. Articles by Dr. Betances include "African American and Hispanics/Latinos: Eliminating Barriers to Coalition Building" and "My People Made it Without Bilingual Education, What's Wrong with Your People?"



Rosa Guerrero is described as "a rapscallion of many cultures." As an artist, educator, consultant, humanitarian, dance historian, and promoter of understanding, she feels it is "her mission to share this tapestry of cultural diversity, and how it is woven, with all people."

Ms. Guerrero's multifaceted presentation featuring dance, music, poetry, and lecture will focus on the unique contributions made by everyone to the fabric of American life.

Ms. Guerrero taught for 20 years in the El Paso public school system, and taught multicultural education at the University of Texas at El Paso. She was recently named to the Texas Women's Hall of Fame, and is the first living educator, artist, and Hispanic woman in El Paso history to have a school named in her honor. She holds a B.A. and M.A. degree.

Chosen as one of Peter Jennings' ABC-TV's "Person of the Week," Jane Elliott is the adapter of the "Blue Eyes, Brown Eyes" discrimination exercise. The sensitizing exercise in which participants are labeled inferior or superior based on the color of their eyes began in a third grade classroom in all-white, all-Christian Riceville, Iowa, immediately after the assassination of Dr. Martin Luther King, Jr. It has been repeated with dramatic results with children and adults throughout the country. Those who have been through this exercise have said it is an emotionally significant and life-changing experience.

Several television documentaries have covered her work, among them ABC's "The Eye of the Storm," which won the Peabody Award; "A Class Divided," which dealt with the long-term impact of the exercise and Ms. Elliott's work with adults and was a broadcast nationally on PBS's Frontline series and most recently, "The Eye of the Beholder," which also dealt with adults and their reactions to discrimination and was produced by Florida Public Television. Both of the latter films received Emmy Awards.



Jane Elliott is a recipient of the National Mental Health Association Award for Excellence in Education. She has been a guest lecturer at numerous colleges and universities and has been a guest on a wide variety of television shows including "The Today Show," "Tonight with Johnny Carson," "Donahue," and "The Oprah Winfrey Show." She is a veteran presenter who has addressed groups ranging from colleges and universities to civil service organizations, elementary schools, corporations, and businesses.

FRIDAY, MARCH 15

7:30-8:30 a.m.
Registration/Continental
Breakfast

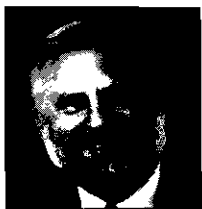
8:30-9:00 a.m.
Greetings/Setting the Context:
Earl Nelson, Director, Office of Equity

9:00-11:45 a.m.
Keynote Address:
*Team Building: Making Winners out of
Would Be Losers* - Dr. Samuel Betances

12:00-1:15 p.m.
Lunch - Keynote/Performance:
Our Multicultural Tapestry -
Rosa Guerrero. A multifaceted presenta-
tion featuring dance, poetry, and lecture,
focusing on the unique contributions
made by everyone to the fabric of Amer-
ican life.

1:30-3:30 p.m.
CONCURRENT WORKSHOPS

1. **Dr. Reginald Wilson**, Senior Scholar,
American Council on Education - *The
Role of Senior Administrative Officers
in Creating Student Retention Models
that Work*. This workshop will present
various change models of various colleges
and universities that have successfully
increased minority student achievement.
Case studies of actual universities will be
presented, and theories of institutional
change will be discussed. This workshop
will be limited to twenty five participants.
To reserve space in this workshop, inter-
ested persons should fax a letter to the
Office of Equity at (517) 335-5822, in-
dicating their title, and requesting a space
be held in their name



2. **Dr. Raymond
Landis**, Dean,
School of Engineer-
ing, California State
University, Los An-
geles - *Retention by
Design*. This work-
shop will examine
approaches for en-
hancing the aca-

demic success of underrepresented mi-
nority students by "redesigning" the
institution to meet the needs of those
students. The focus will be on strategies
for building learning communities to pro-
vide supportive peer environments and
on student success courses as a vehicle
for personal, professional, and academic
development.



3. **Dr. Deanna Mar-
tin**, Director, Center
for Academic De-
velopment, Univer-
sity of Missouri -
*Rethinking Devel-
opmental Educa-
tion: Preparing the
Underprepared*.

This workshop will
describe powerful programs designed to
retain students while helping them de-
velop needed academic skills in
traditional core curriculum courses. This
program was developed as a common
sense alternative to standard remedial
and developmental approaches. Re-
search documenting the effectiveness of
each program will be presented.

EQUITY

WITHIN THE CLASSROOM VI

Graduating Minority Students



4. **Dr. Joseph Ofori-
Dankwa**, Associate
Professor of
Management, Saginaw
Valley State University -
*Diversity to
DiverSimilarity:
Implications for
Retention Strategies in
Institutions of Higher*

Education. This humorous interactive
workshop will discuss the need to shift from
diversity to the DiverSimilarity paradigm.
Participants will learn about the DiverSimilarity
concept, techniques of zigzagging and
simulation, and practical implications for
retention strategies in situations of higher
education.



5. **Dr. David Schoem**,
Assistant Dean for
Undergraduate
Education, College of
Literature, Science and
the Arts, University of
Michigan, Ann Arbor -
*The Multicultural
Teaching: Innovative
Pedagogy and Conflict*

Management. This interactive workshop will
focus on innovative teaching methods for active
learning in the diverse classroom. It will
examine conflicts that arise, how to engage
constructive dialogue about difficult issues,
and how and when to intervene in classroom
conflict.



6. **Dr. Mary Hummel**,
Director, 21st Century
Program, University of
Michigan, Ann Arbor -
*Innovative Approach to
Improving the Academic
Success of Diverse
Students*. This workshop
will describe the 21st
Century Program

designed to improve student success through
the creation of an academic learning
community. The program is a residentially
based program which includes a "University
101-type" seminar and subject mastery
workshops involving collaborative skills to
improve academic performance. The 21st
Century Program is also engaged in a
longitudinal research project to measure its
efficacy in improving retention and academic
performance of students of color.

7. **Dr. Dwight Lang**, Professor of Sociology,
Madonna University, and Catherine Johnstone,
Adjunct Professor, Department of English,
Madonna University - *Peer Academic Support:
Inside and Outside*. This workshop will
describe the use of peer tutors, outside of the
classroom, to improve underrepresented
minority student success in Sociology. This
session will also describe the use of teaching
assistants to improve student performance in
English classes.



8. **Dr. Ralph
Dougherty**,
Professor of
Chemistry,
Florida State
University -
*Grade/Study
Performance
Contracts to
Improve*

Performance and Retention. This
workshop will discuss methods for
modifying student behavior to insure skill
development.

The strategies discussed will include:
1) **Cooperative Learning** - group
projects, group problems, group quizzes;
2) **Enhanced Communication** -
use of electronic mail, and one-minute
papers for two-way dialog; and
3) **Grade/Study Performance
Contracts** - If the student produces
auditable evidence of having done the
work that is known to lead to learning,
the student will receive a passing grade.
The auditing process will be modeled
during the workshop.

9. **Dr. Charles Behling and Dr. Todd
Sevig**, University of Michigan, Ann Arbor
*Meeting on Programs on Intergroup
Relations, Conflict and Community*. The
purpose of this session is to build a
network across colleges and universities
in the state of Michigan which have or
wish to develop programs focusing on
intergroup relations. The following issues
will be addressed:

- 1) A description of the goals and structure
of this academic/student affairs program
at the University of Michigan;
- 2) Review of programs at other institutions;
and
- 3) Initiate the first steps to build a network.

SATURDAY, MARCH 16

7:30-8:30 a.m.
Registration/Continental Breakfast

8:30-9:00 a.m.
Greetings and Introduction of
University of Michigan President, Dr. James
Duderstadt & Robert Atwell, President,
American Council on Education

9:00-11:00 a.m.
Keynote Address: *The Anatomy of
Prejudice* - Jane Elliott

HOTEL REGISTRATION

• Hotel reservations must be made directly
with the Novi Hilton. Telephone (810) 349-4000.

• Conference location: 21111 Haggerty Road
(I-275 at Eight Mile Road), Novi, Michigan.

• Room reservations must be made by **Friday,
February 9, 1996**. However, the hotel will
provide rooms at the conference rate after this
date based upon availability. Participants must
make their own arrangements.

• Room rates: \$79 for single and for double.

• **CONFERENCE REGISTRATION DEADLINE:
FRIDAY, MARCH 8, 1996**

• Conference registration fee. There is no
conference fee for participants from institutions
co-sponsoring the conference. University
Delegation Coordinators from their respective
universities will facilitate registration and help
assure that all persons that should be aware
of the conference are notified and encouraged
to attend. Please send completed registration
forms to your coordinator listed on the back
of this brochure and direct questions to
him/her or to the Office of Equity at (517) 373-
9700. **The Office of Equity will not accept
conference registrations by phone or FAX.**

CONFERENCE REGISTRATION

Name _____
Preferred Name on Badge _____
Title _____
University/College _____
Address: City _____ State _____ Zip _____
Phone () _____
FAX # () _____
E-Mail _____

Please indicate your attendance by checking the **box(es)** that apply: I will attend

- ☐ Friday only, will attend lunch ☐ Both days, luncheons included ☐ Saturday only, no lunch required
☐ Saturday only, will attend lunch ☐ Friday only, no lunch required

CONCURRENT WORKSHOPS
Please circle your first choice:

1 2 3 4 5 6 7 8 9

Please circle your second choice:

1 2 3 4 5 6 7 8 9

Delegations are
encouraged to attend.